

**WILX-TV**  
**EEO PUBLIC FILE REPORT**  
**JUNE 1, 2007-MAY 31, 2008<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Assistant	1-70	6
Anchor/Co-Anchor	1-70	6
Traffic Assistant	1-70	67
Account Executive	1-70	68
Creative Service Editor	1-70	6
Reporter	1-70	67
Creative Service Editor	1-70	67
Creative Services	1-70	6
Traffic Assistant	1-70	66
Creative Services	1-70	66
Anchor/Reporter	1-70	47
Traffic Assistant	1-70	6
Photographer	1-70	6
Photographer	1-70	6
Production Assistant	1-70	6
News Assistant	1-70	67
Photographer	1-70	6
Production Assistant	1-70	6
Account Executive	1-70	67
Account Executive	1-70	66
Production Assistant	1-70	6

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<sup>1</sup> This report was revised in May 2009 to clarify certain reported information.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
<b>1</b>	Albion College - Department of Economics and Management W. C. Dyer Albion College Albion, MI 49224 517-629-0238 Gerstacker@albion.edu	N	0
<b>2</b>	Albion College - Office of Career Development Shana Plasters KC Box #4900 216 Ferguson Building Albion, MI 49224 (517) 629-0332 splasters@albion.edu	N	0
<b>3</b>	Capital Area Michigan Works Teri Bruning 2110 S. Cedar St. Lansing, MI 48910 517-492-5599 tbruning@camw.org	Y	3
<b>4</b>	CENTRAL MICHIGAN UNIV/BROADCAST PETER ORLIK 344 MOORE HALL Mount Pleasant, MI 48859 989-774-3851 orlik1pb@cmich.edu	N	0
<b>5</b>	Davenport University Randolph Flesching 220 E. Kalamazoo St. Lansing, MI 48933 517-484-2600 lansing.cs@davenport.edu	N	0
<b>6</b>	WILX Bulletin Board / Internal Candidate/ Internal Promotion from part-time to full-time.	N	11

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<b>7</b>	ITT Technical Institute Grand Rapids area campus - Career Service Jennifer Hance 4020 Sparks Drive, S.E. Grand Rapids, MI 49546 (800) 632-4676 jhance@itt-tech.edu	N	0
<b>8</b>	Jobline - Development Department Vivian Burgos 6143 1/2 28th Street Suite 10-A Grand Rapids, MI 49546 616-949-2424 joblineinc@hotmail.com	N	0
<b>9</b>	Kellogg Community College Laura DePompolo 450 North Avenue Student Employment Services Battle Creek, MI 49017 269-965-3931 jobhelp@kellogg.edu	N	0
<b>*10</b>	Lansing Community College Center for Employment Services ATTN: Terry Wellman FAX: 517-483-9706	Y	0
<b>11</b>	Lansing Community College - 89.7 FM WLNZ Dave Downing 400 North Capitol Suite 001 Lansing, MI 48933 (517)483-1710 <a href="mailto:dave@wlnz.org">dave@wlnz.org</a>	N	0
<b>12</b>	Lansing Community College - Career and Employment Services Alandis Baker PO Box 40010 Lansing, MI 48901 (517) 483-1172 cesjoblink@lcc.edu	N	0

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<b>13</b>	League of Women Voters of Michigan Patricia Donath 200 Museum Drive Lansing, MI 48933 517-484-5383 donatpl@aol.com	N	0
<b>14</b>	MI Civil Rights Commission Wanda Saxson 110 West Michigan Ste 800 Lansing, MI 48933 517-335-3165 saxsonw@michigan.gov	N	0
<b>15</b>	MI Dept of Civil Rights Bobby Curtis State of MI Office Bldg, 125 E Union Street 7th Floor Flint, MI 48502 810-760-2805 curtisb@michigan.gov	N	0
<b>16</b>	Mich Assoc Of Broadcasters Sarah Beeskow MAB 819 N Washington Lansing, MI 48906 800 968 7622 jobbank@michmab.com	N	0
<b>17</b>	Michigan State University Kristy Nishina E. Circle DR Room 113 Career Placement Services East Lansing, MI 48824 517-355-9510 nishinak@msu.edu	Y	0
<b>18</b>	Michigan State University Theda Rudd 113 Student Services Bldg. East Lansing, MI 48824 (517) 355-9510 ruddt@csp.msu.edu	N	0

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<b>19</b>	Michigan State University - Alumni Career Services L. Patrick Scheetz, Ph.D. MSU Alumni Association, Michigan State University 108 Union Building East Lansing, MI 48824 517-355-7698 careers@msualum.com	N	0
<b>20</b>	Michigan State University - Career Services and Placement Kelley Bishop Michigan State University 113 Student Services Building East Lansing, MI 48824 517-355-9510 bishopke@csp.msu.edu	N	0
<b>21</b>	Michigan Works - Ingham (Capital Area Michigan Works) Teri Bruning 2100 S. Cedar St Lansing, MI 48910 (517) 492-5516 Tbruning@camw.net	Y	2
<b>22</b>	Michigan State University-College of Communication Art and Science Lori Dickerson 287 Comm Arts Building East Lansing, MI 48824 517-355-3410 Dicker22@msu.ed	N	0
<b>23</b>	Michigan State University Telecommunications Job Notices N370 N. Business Complex East Lansing, MI 48824 517-355-4451 steinfie@msu.ed	N	0
<b>24</b>	Michigan State University Career Services & Placement Naomi Lilly 113 Student Services Building East Lansing, MI 48824 517-355-9510 lilly@msu.ed	N	0

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<b>25</b>	Minority Program Services Harry Bonner 300 B Drive North PO Box 625 Albion, MI 49224 517-629-2113 hbonner@hotmail.com	N	0
<b>26</b>	NAACP JOB PLACEMENT 408 E. 8TH ST Wilmington, DE 19801 302-655-0998 britsmile@aol.com	N	0
<b>27</b>	NAACP CHRONICAL BUS GP/JOB BANK 12040 FOOTHILL BLVD STE 116 Pacoima, CA 91331 818-899-4357 sfvnaacp@aol.com	N	0
<b>28</b>	NAACP - CHATTANOOGA BRANCH EDDIE HOLMES 601 EAST M.L. KING BOULEVARD PO BOX 3226 Chattanooga, TN 37404 423-267-5637 chattanaacp@excite.com	N	0
<b>29</b>	NAACP - ST. PETERSBURG BRANCH DARRYL ROUSON PO BOX 12402 St. Petersburg, FL 33733 727-898-3310 lwatkins@naacpstpete.org	N	0
<b>30</b>	NAACP -DETROIT REV. ANTHONY WENDELL 2990 E. GRAND BOULEVARD Detroit, MI 48202 313-871-2087 info@detroitnaacp.org	N	0
<b>31</b>	NAACP Indianapolis Branch Daryl Mickens 300 East Fall Creek Parkway North Drive Indianapolis, IN 46205 (317) 925-5127 careeredge1@aol.com	N	0

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<b>32</b>	NAACP--Jackson County Branch Theresa Horne 1015 Francis Street Jackson, MI 49203 517-784-3842 naacpjackson@modempool.com	N	0
<b>33</b>	NAACP-Port Huron Branch Juanita Taylor PO Box 610486 Port Huron, MI 48060 810-987-2446 phnaacp@aol.com	N	0
<b>34</b>	NAACP--South Bend Branch Trina Robinson 914 Lincoln Way West South Bend, IN 46616 574-289-2123 southbendnaacp@peoplepc.com	N	0
<b>35</b>	NATIONAL ASIAN AMERICAN TELECOMM ASSOC JOB PLACEMENT 346 9TH ST 2ND FL San Francisco, CA 94103 415-863-0814 naata@naatanet.org	N	0
<b>36</b>	NATIONAL ASSOC OF BLACK-OWNED BROADCASTERS PRISCILLA GREEN 1155 CONNECTICUT AVE NW 6TH FL Washington, DC 20036 202-463-8970 nabob@abs.net	N	0
<b>37</b>	NATIONAL ASSOC OF HISPANIC JOURNALISTS LETICIA SALAZAR 529 14TH ST NW 1193 NATIONAL PRESS BLD Washington, DC 20045 202-662-7145 jobbank@nahj.org	N	0

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<b>38</b>	NATIVE AMERICAN JOURNALISTS ASSOCIATION RON WALTERS 555 DAKOTA STREET AL NEUHARTH MEDIA CENTER Vermillion, SD 57069 605-677-5282 info@naja.com	N	0
<b>39</b>	OAKLAND UNIV/COMMUNICATIONS JOB LISTINGS 316 WILSON HALL Rochester, MI 48309 248-370-4120 slcrabil@oakland.edu	N	0
<b>40</b>	Olivet College Jane Rhodes Career Services Network 320 S. Main Street Olivet, MI 49076 269-749-6609 jrhodes@olivetcollege.edu	N	0
<b>41</b>	Specs Howard Nicole@specshoward.edu	Y	0
<b>42</b>	Spring Arbor University Damon Seacott Master of Arts Communication 106 E. Main Spring Arbor, MI 49283 517-50-1200 dseacott@arbor.edu	N	0
<b>43</b>	Spring Arbor University Kristy Taylor 106 E. Main Street Spring Arbor, MI 49283 517-750-6347 ktaylor@arbor.edu	N	0
<b>44</b>	Spring Arbor University Phil Rose 1550 E. Beltline, SE Suite 230 Grand Rapids, MI 49546 616-49-0017 prose@admin.arbor.edu	N	0



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<b>45</b>	Spring Arbor University - WSAE Michelle Dawson 106 E. Main St. Spring Arbor, MI 49283 517.750.9723 michelle@arbor.edu	N	0
<b>46</b>	Trade Development CO Lori Kosmalski 4600 W. Saginaw Highway Suite 201 Lansing, MI 48917 517-886-5445 Trade48917@hotmail.com	Y	0
<b>47</b>	TV Jobs.com Mark Holloway PO BOX 4116 Oceanside, CA 92052 800-384-0119 jobs@tvjobs.com	N	1
<b>48</b>	UNIVERSITY OF MISSOURI/SCH OF JOURNALISM SUZETTE HEIMAN 103 NEFF HALL Columbia, MO 65211 573-882-6771 journalism@missouri.edu	N	0
<b>59</b>	UNIV OF NEW MEXICO -DEPT OF COMM & JOURN MARY BIBEAU UNIVERSITY HILL NE Albuquerque, NM 87131 505-277-5305 cjugrads@unm.edu	N	0
<b>50</b>	University of Michigan - WCBN-FM 88.3 Ann Arbor Jason Voss 530 Student Activities Building Ann Arbor, MI 48109 734-647-4122 fm@wcbn.org	N	0

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<b>51</b>	UNIVERSITY OF MICHIGAN /FILM & VIDEO STUDIES JOB NOTICES 105 S STATE ST Ann Arbor, MI 48109 734-764-0147 sakirby@umich.edu	N	0
<b>52</b>	University of Michigan Business School - Career Services Contac Al Cotrone D2220 701 Tappan Ann Arbor, MI 48109 734-764-1372 acotrone@umich.edu	N	0
<b>53</b>	University of Michigan Division of Student Affairs - The Career Simone Himbeault Taylor 515 E. Jefferson 3200 Student Activities Building Ann Arbor, MI 48109 734-764-7460 careercenter@umich.edu	N	0
<b>54</b>	University of Michigan Flint - Career Development Center Marlene R. Smith University of Michigan-Flint 237 French Hall Flint, MI 48502 810-762-3250 smithmr@umflint.edu	N	0
<b>55</b>	Urban League of Flint Leisa Richardson 5505 Cloverlawn Drive Flint, MI 48504 810-789-7611 ulflint@aol.com	N	0
<b>56</b>	UTAH STATE UNIV/COMMUNICATIONS JOB LISTINGS Logan, UT 84322 435-797-3293 tpease@cc.usu.edu	N	0

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<b>57</b>	WALTER CRONKITE SCH OF JOURNALISM KAREN SHANNON ARIZONA STATE UNIV Tempe, AZ 85287 480-965-9011 karen.Shannon@asu.edu	N	0
<b>58</b>	Washtenaw Community College - Employment Services John Wood 4800 East Huron River Drive Student Center Building, Room 287 Ann Arbor, MI 48106 (734) 677-5155 jwood@wccnet.org	N	0
<b>59</b>	Washtenaw Community College - Orchard Radio Dave Waskin 4800 East Huron River Dr. P.O. Box D-1 Ann Arbor, MI 48106 (734) 677-5405 dwaskin@wccnet.edu	N	0
<b>60</b>	WEBER STATE UNIV/COMMUNICATIONS JOB LISTINGS 1605 UNIVERSITY CIRCLE Ogden, UT 84408 801-626-6426 tsanders@weber.edu	N	0
<b>61</b>	WEIU/EASTERN ILLINOIS UNIV JOB NOTICES 600 LINCOLN AVE Charleston, IL 61920 217-581-5956 weiufm@www.eiu.edu	N	0
<b>62</b>	Western Michigan University - Career & Student Employment Services Lynn Kelly-Albertson First Floor Ellsworth Hall Western Michigan University Kalamazoo, MI 49008-5160 269-387-2745 lynn.kelly-albertson@wmich.edu	N	0

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<b>63</b>	WFUM - Channel 28 Donovan Reynolds University of Michigan - Flint Flint, MI 48503 810-762-3028 donovanr@umich.edu	N	0
<b>64</b>	WICB/ITHACA COLLEGE RADIO STATION Chris Wheatley 953 DANBY RD Ithaca, NY 14850 607-874-1040 wicb@ithaca.edu	N	0
<b>65</b>	WICHITA ST UNIV/ELLIOTT SCH OF COMMUNICATION SUSAN SHULTZ HUXMAN 1845 FAIRMOUNT Wichita, KS 67260 316-978-3185 susan.huxman@wichita.edu	N	0
<b>66</b>	WILX website (www.wilx.com)	N	10
<b>67</b>	Employee referral	N	5
<b>68</b>	Non-employee referral	N	5
<b>69</b>	Medialine.com	N	0
<b>70</b>	GRAY TELEVISION GROUP <a href="mailto:Jane.ploegger@wsau.com">Jane.ploegger@wsau.com</a>	N	1
<b>71</b>	Jackson Citizen Patriot Kristin 214 S Jackson Jackson, MI 49201 517-787-2300	N	0

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<b>72</b>	Lansing State Journal Melissa Alford 120 E. Lenawee Lansing, MI 48919 517-377-1030 malford@lansing.gannett.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			38

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participation in job fairs	<p>The Operations Manager and Human Resources Manager attended the Greater Lakes Broadcast Conference in Lansing, Michigan on March 14, 2008.</p> <p>The Promotions Manager, attended the Broadcasting Career Builder Conference on October 28, 2007 at Lansing Community College.</p>
<b>2</b>	Internship Program	<p>WILX participates with many of our area schools and colleges to obtain students to intern. We have internships in our Production Dept, Sales Dept, Promotions Dept and News.</p> <p>During this reporting year, five interns worked at WILX. These interns came from the following schools: Michigan State University and Rochester College.</p>

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>3</b>	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions.	<p>An anchor/reporter attended an Albion High School forensic class on October 14, 2007 to speak to the High School students about careers in Broadcasting.</p> <p>The News Director attended a Speed Networking class sponsored by Michigan State University, February 2, 2008.</p> <p>Dennis Drummond attended Springport Schools for a career day event on May 16, 2008.</p> <p>Dennis Drummond attended Litchfield Schools for their career day on April 27, 2008.</p>
<b>4</b>	Job Shadowing	<p>A high school senior student from Fowler High School participated in a job shadow program the week of March 26, 2008. She shadowed in 4 departments, a different one each day.</p>
		<p>A student from Lansing Community College job shadowed a WILX Meteorologist in June 2007</p>

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<b>5</b>	List every upper level job opening in media trade group whose members include substantial participation of women and minorities.	<p>WILX sends all job postings to the following groups:</p> <p>League of Women Voters of Michigan</p> <p>NAACP-Chattanooga, St. Petersburg, , Detroit, Indianapolis, Jackson Michigan, Port Huron Michigan, South Bend IN</p> <p>National Asian American Telecommunications Association</p> <p>National Assoc. of Black Owned Broadcasters</p> <p>National Assoc. of Hispanic Journalist</p>